



Equal Opportunity Advisory Committee

Date: Wednesday, July 29, 2020
Time: 7:30 P.M.
Location: Virtual Meeting Via Zoom:

[https://zoom.us/meeting/register/tJ0ldO6pqD0qE9XxOM8ycRbgllnJOY8MuYKH](https://zoom.us/join/zoom/register/tJ0ldO6pqD0qE9XxOM8ycRbgllnJOY8MuYKH)

Meeting Minutes

Present: Augusta Haydock, Chairperson, Samantha Dutra, Andrea Haas, Caryn Malloy, Jack Jones, Barbara Boltz
Absent: Nora Marantz

Minutes

Barbara Boltz moved approval of the June 10, 2020 minutes.

SO VOTED

Current Job Openings

The Committee reviewed current job openings. Caryn Malloy reported that we lost out on a minority candidate for a job in the engineering division because despite giving a very aggressive offer the town outbid by another employer. Barbara Boltz suggested that a greater effort be made to make known the efforts of the Town to recruit minority applicants.

Current Bid Projects

Arlington High School Rebuild - Caryn Malloy reported that she started reaching out to the Town's project manager (OPM) in immediately following the June meeting about getting the labor utilization data on the AHS building project. The OPM indicated there was confusion about having the goals vs. the workforce utilization tables used and that they would be working to retroactively complete the data.

Minuteman Bikeway Improvements – Samantha Dutra reported that she spoke with the CEO of Dagle Electrical Construction Corporation. The cost of the project is just under \$800,000 and is meant to improve traffic flow from the Minuteman Bike Path at Lake Street and motor vehicle traffic at the intersection of Brooks Avenue and Lake Street. The Bike Path will have a traffic light installed timed with the motor vehicle traffic light at Brooks Avenue. Samantha explained the charge of the EAOC with regard to construction projects of over \$200,000 to the CEO of Dagle. The CEO indicated that the company is owned by a woman and that most of their electrical recruiting is from IBEW Unions Local 103 and 150. When asked if the CEO had any ideas of how the town could support companies in diversifying their workforce and he indicated that if cities and towns had more uniform requirements that would be helpful. Dagle currently has over 400 projects in progress outside of Arlington.

Town Hall Plaza Improvements – Caryn Malloy indicated that this project would soon be awarded. Augusta Haydock indicated her willingness to follow up with the contractor on their efforts to diversify their workforce.

School Diversity Task Group (SDTG)

Barbara Boltz reported that they last met in January/February and not since the Pandemic shutdown in March. She reported that the APS hired a woman of color to be the new Principal of the Gibbs Middle School. Barbara indicated that Arlington High School students are forming a diversity group of their own and would like to work with the SDTG in their efforts to diversify the staff of the schools. Barbara is hoping the group will be able to meet via zoom in the near future.

Andrea Haas moved to adjourn the meeting at 8:45 p.m.

Caryn Malloy
Equal Opportunity Officer